

2004/2005 Unified DWG/DAAB Membership Drive

LIM Briefing: Tuesday, December 7, 2004

*Presented by Brent Park
AsADWG Chair, DDP Candidate*

What We Want from the LIM

- ✓ **Support for the DWG/DAAB membership drive**
- ✓ **Demonstrable LIM advocacy for the DWGs/DAAB**
i.e., Encourage your most talented team members to apply
- ✓ **Inform employees about this important Laboratory diversity grass-roots process:**
 - Distribute these slides to your entire organization
 - Support time commitment (up to 10%) of members selected for membership
 - Include participation in these groups on employee's IPO and IDP
 - Encourage your employees to take an active role in your division's diversity goals

DAAB/DWG impact

- **Together, the DAAB and DWGs support DVO and OEO core strategies:**
 - Diversity education & awareness, communication, and EEO/AA. These are aligned with Strategic Goal H (Agile Workforce) and Goal L (Communication).
 - They identified common employee concerns to be addressed through the Affirmative Development Plan - recruiting, employee retention, diversity education and awareness, and career development (Agile Workforce)
 - They developed the LANL Code of Ethics and worked with the Director's DPIIP to get it adopted. In a recent UCOP scan, LANL was the only laboratory with an official Code of Ethics among UC-Campuses.
- **AADWG:**
 - Worked with DAAB on Martin Luther King Jr. Day observance among other recruiting and retention strategies.

DAAB/DWG impact: (continued)

- **AIDWG:**
 - Student education (science fair judges, AISES programs); excellent at on-boarding students & new employees to provide less stressful transition (Agile Workforce).
- **AsADWG:**
 - Led working group efforts on NNSA Tri-Lab Initiative to address racial profiling concerns; enhance national image of 3 NNSA labs and delivered Career Development Workshops for minority employees - subsequently offered to all employees (National Image, Agile Workforce).
- **Disabilities Awareness Group**
 - (formerly *Deaf* Awareness Group): Led effort to add hearing aid benefits to Lab's health plan for all employees; coverage implemented with transition to United Healthcare (Agile Workforce).

DAAB/DWG impact: (continued)

- **HDWG:**

- In addition to educating on Hispanic culture and traditions, recognized 1100 multicultural employees who focused on diversity & teamwork to make QUAL-1 program a great success (Communication, Education & Awareness).

- **LGBTIDWG:**

- Worked on domestic partner benefits for all employees, including heterosexual partners; influenced definition of “family” in LANL/UC policies, providing positive benefits for all LANL workers who have other than traditional family unit (Agile Workforce, Education & Awareness).

- **WDWG:**

- Encourages mentoring of women through annual mentoring awards program—recognized as a lab best practice in mentoring recognition, recommended innovative solutions in partner/spousal recruiting, childcare, nursing mothers (Agile Workforce, Facilities/Infrastructure).

Who should serve on DAAB/DWGs?

- DWGs: UC employees, contract employees, students
- DAAB: UC employees only
- Both:
 - LANL's most talented: please encourage them to participate in this developmental opportunity
 - Willing role models who are passionate about making a difference in work environment and other quality of worklife strategies like diversity, recruiting, career development, ethics, etc.
 - Those willing to role-model behaviors that reflect the COE and LANL's Core Values: Service to Nation, Integrity and Openness, Passion for Excellence and Innovation, Personal Accountability, Respect for Others, and Teamwork
 - Since these groups are focused on key strategies, individuals willing to implement and deliver on key deliverables are a must

Path Forward

- 12/6: All-LANL memo from DIR distributed
- 12/7: Availability of Diversity Involvement Application form at <http://www.lanl.gov/orgs/dvo/Groups/index.html>
 - Or email dlvaldez@lanl.gov to request the form
- 12/7-12/17: Fill out form and get approval signature from manager with appropriate authorities*
- 12/17: Last day to submit form to DVO (Danny Valdez) at MS M894 or fax to 7-6404 by COB
- 12/20-1/30/05: Review, decision and communication of selections to new members and management

Additional information:

- FAQs page available at
 - http://www.lanl.gov/orgs/dvo/Groups/FAQs_041130.pdf
- DVO Contacts:
 - Lisa Gutierrez (7-5665)
 - Danny Valdez, DWG/DAAB liaison (5-7215)
- Contacts for each DWG:
 - **Diversity/Affirmative Action Board**: Theresa Cull (667-7586)
 - **African American**: AL Hutchinson (665-2015)
 - **American Indian**: Chris Echohawk (667-9049)
 - **Asian American**: Brent Park (667-8884)
 - **Disabilities Awareness**: Richard Pearson (667-4657)
 - **Hispanic**: Eluterio Garcia (667-8984)
 - **Lesbian Gay Bisexual Transgender Intersex**: Kathy Elsberry (665-4686)
 - **Women's**: Tinka Gammel (667-9149)

Finally, thanks for your
continued support of
diversity and
EEO/AA efforts at
LANL!